

THE COUNTY EMPLOYMENT PARTNERSHIP -- BENEFITS THAT WORK FOR YOU

Maricopa County offers an attractive & competitive benefits package. The following is only a brief outline of benefits offered. In all events, plan documents/policies will govern the actual benefits provided/offered.

Health Care

Personalized Benefits

County Extras

		Medical Plans (employee premium is paid pre-tax) County Pays 93% of single & 73% of Family premium.		Retirement & Pension Benefits:	
CIGNA - 3 different plans	In Network Benefit:	<ul style="list-style-type: none"> HMO Staff Model: \$10 Dr. copay & \$10 - \$15 copay (Closed formulary) Prime Option (PO): \$15 Dr. copay & \$10 - \$15 for RX common to both Prime Option plans Prime Option Plus (POP): \$5 Dr. copay & \$5 RX 		<ul style="list-style-type: none"> Eligible employees are covered by one of three state sponsored retirement plans and the County shares the cost. 	
	PO and POP plans: Open Formulary (certain restrictions apply)			Deferred Compensation Program:	
	PO and POP plans: Out of Network Benefit, yearly deductible with 70/30 copay			<ul style="list-style-type: none"> Up to 25% of your pre-tax salary or \$11,000/yr Choose from over 50 no-load funds Personal brokerage account available 	
HEALTH SELECT	All Cigna plans offer:			Basic Life Insurance (includes AD&D):	
	<ul style="list-style-type: none"> Alternative Medicine: \$5 copay, 6 annual visits/yr. Up to \$60 in supplies/year. Chiropractic Benefit: \$5 copay, 12 self-referral/yr. Mental Health & Substance Abuse benefits 			<ul style="list-style-type: none"> County pays 100% of premium for coverage amount of your annual salary 	
	In Network Only:			Supplemental Life Insurance (includes AD&D):	
	<ul style="list-style-type: none"> 2 networks to choose from \$5 Doctor visits \$4 through \$6 RX copays (closed formulary) Limited Dental included Free Hospitalization 			<ul style="list-style-type: none"> Choose up to 5 times your salary, up to \$500,000 Dependent Life for spouse and children 	
	<ul style="list-style-type: none"> Mental Health & Substance Abuse Benefits Chiropractic Benefits: \$10 copay, 10 visits/yr. Alternative Medicine Benefits: \$5 co-pay. 6 visits/year with up to \$60 in supplies/yr 			Short Term Disability Insurance:	
				<ul style="list-style-type: none"> Choice of 50%, 60% or 70% of bi-weekly salary Low premiums and benefit not subject to tax 	
Avesis Vision: all medical plans include Avesis				Health Care Flexible Spending Account:	
<ul style="list-style-type: none"> In-Network: one \$10 copay visit/yr, \$10 copay for standard lenses/frames or \$130 contact benefit. Out-of-Network: \$35 paid toward visit, from \$25-\$45 toward lenses, \$130 contact benefit, Lasik discount. 				<ul style="list-style-type: none"> Set aside up to \$5,200 tax free/year to pay for uncovered medical, dental or vision expenses for you or your IRS eligible dependent incurs. 	
Dental Plans: County Pays 50%. Premium is pre-tax.				Dependent/Elder Care Flexible Spending Account:	
United Concordia				<ul style="list-style-type: none"> Set aside up to \$5,000 tax free/year to pay for expenses related to the care of your dependents. 	
<ul style="list-style-type: none"> \$2,000 per person/yr., \$1,500 Orthodontic Benefit Free choice of Dentist 2 free cleanings & X-rays per year 				Long Term Disability Insurance Benefits:	
Employers Dental Services (EDS)				<ul style="list-style-type: none"> Provided to members of the Arizona State Retirement System, the County shares the cost 	
<ul style="list-style-type: none"> No annual limit or deductible Discounts for Orthodontics & oral surgery from \$35 Dentist must be from contracted provider list. 2 free cleanings & \$3 office visit co-pay 				Employee Assistance Program:	
				<ul style="list-style-type: none"> Provides free, confidential, short-term counseling and referral services to assist the employee and family with a variety of personal and work related issues. 	
				Medical Coverage Waiver:	
				<ul style="list-style-type: none"> For those already covered on another health plan, \$75/month reimbursed for waiving medical coverage. Certain restrictions apply and you must provide proof of other medical coverage to qualify. 	
				Ten paid holidays per year	
				Personal Time Off: (based on 40/hr week)	
				<ul style="list-style-type: none"> 3 weeks/year for the first 3 years progressive to over 5 weeks/year for 19+ years 	
				Medical Family Leave:	
				<ul style="list-style-type: none"> In addition to Personal Leave (based on 40/hrs/wk) 5 days/year for the first 3 years progressive up to 7.5 days/year for 6+ years 	
				Training and Employee Development:	
				<ul style="list-style-type: none"> Up to \$5,000/year for job related tuition reimbursement In-house training and career development 	
				Wellness:	
				<ul style="list-style-type: none"> Health promotions/low cost health assessments 24/7 Free gym (2 locations) 	
				Office Ergonomics Consultation/Education:	
				<ul style="list-style-type: none"> Professional assistance and education with your work configurations to ensure a healthy, comfortable environment. 	
				Employees Federal Credit Union:	
				<ul style="list-style-type: none"> Owned and controlled by the credit union members offer a wide range of low cost financial services. 	
				Recreational Discounts:	
				<ul style="list-style-type: none"> Savings on products/services including sporting event discounts, restaurants, shopping, concerts, fitness, travel and local attractions. 	
				Employee Suggestion/Rewards:	
				<ul style="list-style-type: none"> Incentives for ideas on improvements that result in cost reduction through increased efficiency and productivity, rewards up to \$2,500. 	
				Subsidized Bus, Vanpool & Commuter Program:	
				<ul style="list-style-type: none"> Guaranteed ride home to participating employees County pays 100% of Valley Metro fares up to \$56/mnth/vanpools & select AAA bus routes 	
				County Store:	
				<ul style="list-style-type: none"> A complete line of uniquely County items. 	